

Schelswig CSD

Schelswig EA

7/1/2006 6/30/2007

2003-2004 Master Contract

Between

**Schleswig Community School District
Board of Education**

and

Schleswig Education Association

*Schleswig Community School
P.O. Box 250
Schleswig, Iowa 51461*

712/676-3314

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Schleswig Community School District is their mutual desire.

WHEREAS, the parties have reached certain understandings which they desire to conform in this agreement, it is agreed as follows:

RECOGNITION

A. Unit

The Board of Directors of the Schleswig Community School District, hereinafter referred to as the Board, hereby recognize the Schleswig Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument for all personnel under written contract, hereinafter referred to as teachers, including the school nurses. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows: All professional employees employed by the Schleswig Community School District, Schleswig, Iowa, but excluding the superintendent, principals, all non-professional employees, and all other employees excluded by Section 4 of the Act.

This is not an agreement to preserve bargaining unit work.

B. Definitions

The term "*Board*" as used in this agreement, shall mean the Board of Education of the Schleswig Community School District or its duly authorized representative.

The term "*employee*" as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "*Association*" as used in this agreement, shall mean the Schleswig Education Association or its duly authorized representative or agents.

IMPASSE PROCEDURES

The parties hereby agree that they will use the statutory impasse procedures set out in Chapter 20 of the Code of Iowa except as follows:

That the board shall submit to the two parties to this contract a list of five factfinders and they shall be selected to and reduced to one factfinder by flipping a coin and the person who loses the flip of the coin shall strike one name alternately and continue to strike factfinders' names until only one factfinder remains. The one remaining shall serve as factfinder of any impasse procedure.

COMPLIANCE CLAUSES AND DURATION

A. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsiding, except to the extent permitted by law and the Board and the Association shall enter into negotiations within a reasonable time to replace said provision. All other provisions or applications shall continue in full force and effect.

B. Notices

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions(s) of this Agreement, either party shall do so by letter at the following addresses or at such other addresses as may be designated by a party in written notification to the party. Any change in the designee will be by written five (5) day notice to the other party to the contract.

- | | |
|--------------------------|--|
| 1) Association Designate | <i>Schleswig Education Association President</i> |
| 2) Board Designate: | <i>Sherri Jones, Board Secretary</i> |

C. Duration Period

This Agreement shall be effective as of *July 1, 2003, and shall continue in effect until June 30, 2004.*

GRIEVANCE PROCEDURES

Section 1.

- a) A grievance (individual or association) shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this agreement.

Section 2.

- a) Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- b) Failure by a grievant to act within the prescribed time limits will act as a bar to any further appeal. An Administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- c) It is agreed that any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption of the instructional program.

Section 3.

- a) An attempt shall be made to mutually resolve any grievance in informal verbal discussion between the complaints and their designees and his or her principal. This must be completed within fourteen (14) days of the date of the alleged aggrievable act. An extension of time for informal discussion to take place may be provided due to extenuating circumstances providing there is mutual agreement to such extension.
- b) Second Level - If the grievance cannot be mutually resolved informally, the aggrieved teacher shall file the grievance in writing. The written grievance shall state the actual grievance, shall state the specific clause or clauses of the contract alleged to be violated, and shall state the remedy or remedies requested. The filing of the formal, written grievance at this level must be made within twenty-one (21) days from the date of the occurrence by the grievant of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher within five (5) school days after receipt of the grievance but said designation shall not be limited to the named parties.

GRIEVANCE PROCEDURES (continued)

- c) Third Step - In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within seven (7) days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten days after such written grievance is filed, the aggrieved, their designee and the Superintendent shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) days of the third step grievance meeting and communicate it in writing to the teacher, the Association and the principal.
- d) Fourth Step - If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving teacher to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The Federal Mediator and Conciliation Service (FMCS) will be requested to provide a panel of seven (7) arbitrators. Within ten (10) school days of the receipt of the panel of the arbitrators, the parties shall meet to determine the arbitrator as follows: by lot each of the two parties will alternately strike one name from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on the parties. Expenses of the Arbitrator's services shall be borne equally by the School District and the Association.

The Arbitrators decision, shall not amend, modify, nullify, ignore, or add to the provisions of this agreement. Their authority shall be strictly limited to deciding only the issue or issues presented to them in writing by the School District and the Association and the decision must be based solely and only upon their interpretation of the meaning of application of the express language of the Agreement.

Section 4.

No Chapter 279 action may be grieved under this contract but must be contested if at all, in a Chapter 279 proceeding.

GRIEVANCE FORM

_____ Date Filed

SCHLESWIG COMMUNITY SCHOOL

_____ School

_____ Aggrieved Person

Distribution of Form: 1. Schleswig Education Association

2. Principal

3. Superintendent

4. Employee

5. Board Members

LEVEL II

A. Date Violation Occurred: _____

B. Section of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought: _____

_____ Date _____ Signature

E. Disposition by Principal _____

_____ Date _____ Signature of Principal

GRIEVANCE FORM (continued)

LEVEL III

_____ Signature of Aggrieved Person

_____ Date Received by Superintendent

A. Disposition by Superintendent or Designee _____

Date _____

Signature of Superintendent or Designee _____

LEVEL IV

A. Signature of Grievant _____

B. Date Submitted to Arbitrator _____

C. Date Received by Arbitrator _____

D. Disposition and Award of Arbitrator _____

Date of Decision _____

Signature of Arbitrator _____

STAFF REDUCTION

In the event the Board determines that it is necessary to have a reduction in staff, the following procedures shall be followed:

- A. Layoffs will be made within the following categories: K-4; 5-12 (within curricular areas, e.g. social studies, science, physical education), special programs and federal or state programs funded by earmarked moneys, e.g. Title I.

It is the intention of the parties that the above categories, areas and programs shall be considered separate units.

- B. The Superintendent in determining which employee(s) he will recommend to the Board be reduced will make his determination in the following sequential order:
1. Attrition based only on retirements or resignations tendered by the teacher and accepted by the Board prior to issuance of notice and recommendation to terminate contract.
 2. Ability as determined by past and present evaluations reflected by documents in the personnel file.
 3. If the above considerations are relatively equal among affected employees, the least senior employee will be reduced. Seniority means an employee's length of full time continuous service with the Employer since the employee's last semester of hire. A part time teacher shall accrue seniority on a pro rata basis.
 4. If seniority is equal, the determination shall be made by educational classification, and finally an employee's total career length of service as an educator.
- C. Once the decision as to the teacher(s) who is (are) to be reduced has been made, the parties shall follow the procedures spelled out in Chapter 279 of the Code of Iowa.
- D. Recall employees shall have recall rights from the date of receipt of their termination until the end of the following fiscal year. Employees shall have recall rights to any position which becomes available within the category from which the employee was laid off. Laid off employees shall advise the Superintendent of their current addresses and other employment during layoff. If an employee fails to notify the Superintendent of change of address or fails, within ten (10) days of Mailing, certified mail return receipt requested, of notice of recall to advise the Superintendent of the employee's desire and availability to return and work, any recall rights shall terminate. Employees who are recalled shall retain seniority but shall not advance on the salary schedule.

TRANSFER PROCEDURES

When the District determines that there is the necessity of a transfer, a notice will be given by the Board to the teacher and the Association as soon as the transfer requirement is known to the Board and the transfer will only involve the positions in which the teacher is qualified, provided, however, the teacher shall have the right to resign his or her total contract with the school without penalty, but must do so within ten (10) school days if school is in session, or fourteen (14) calendar days when school is not in sessions.

When the District determines that a vacancy exists for a teaching position outside of the school year, the District shall post notices of the vacancy in each attendance center and advertise the position. If the vacancy becomes known after the school year but prior to July 1st, the District shall notify the president of the Schleswig Education Association or the president's designee in writing of the vacancy. It shall be the responsibility of the president to inform the District of the president or designee's mailing address during this time. The District will consider applications from current employees that are received within ten (10) days of the posting or mailing of the notice. The District shall have sole discretion to determine if these applications are acceptable.

INSURANCE

A. Types

The Board will pay employees health and major medical insurance but not to exceed \$573.38 per month per employee. This insurance shall be for the employee only. In addition the Board shall pay for a long term disability policy for employees at a rate not to exceed .0031.

Employee may elect to choose one of the following insurance programs:

PPO 250
PPO 1000

Employees who choose family insurance will have the employee family portion deducted from their payroll check on a monthly (pre-taxed) basis.

B. Description

The Board shall provide each employee or designee the right to inspect all insurance policies. If the Insurance Carrier(s) provides policy booklets said booklets shall be made available to the teachers or their designee. It is agreed that the teachers shall have a duty to inspect these policies and the employer makes no representations as to the extent of coverage or the contents of the policies.

C. Selection of Carriers

All insurance program carriers shall be selected by the Board.

D. In the event that an employee absent because of illness or injury has exhausted sick leave accrual, the above mentioned benefits shall continue through August unless the employee resigns or is terminated.

TEACHER EVALUATION

- A. The classroom teaching performance of employees in their first two years of employment shall be formally evaluated a minimum of twice each year. The first evaluation of a first year employee will be within twelve (12) weeks after the start of school. The first evaluation of a second year employee will be within the first semester. Beyond their second year of service, employees will be formally evaluated at least once a year. All required formal evaluations must be completed by February 25th.
- B. Employees shall be notified during the first two days of in-service at the beginning of each school year by a certified member of the administrative staff of the evaluation procedures and criteria to be applied for the formal evaluation of their classroom teaching performance. The board has sole discretion to determine these criteria.
- C. Formal evaluation will include a minimum of one in-class observation of the employee's performance by a certified member of the administrative staff for at least fifteen (15) minutes. The employee shall have full knowledge of that formal observation. A brief pre-observation conference shall be held between the evaluator and the employee at least one (1) school day prior to each formal observation so that the evaluator may be apprised of the objectives, methods, observation so that the evaluator may be apprised of the objectives, methods, and materials planned for the learning situation to be observed. The pre-observation conference may be completed in writing.
- D. The evaluator shall have a meeting with the employee following classroom observation and prior to submission of the written evaluation report to the Superintendent. This meeting should be held within ten (10) school days unless good reasons cause a delay. A copy of the evaluation report shall be given to the employee.
- E. If appropriate, when the evaluator notes problems in the performance of duties by an employee, such evaluation shall contain suggestions for improvement.
- F. The employee's signature on the evaluation report shall not necessarily mean that the employee agrees with the contents of the evaluation. It will signify receipt of the report only. The employee shall have the right to submit a written statement regarding any evaluation for inclusion in the employee's personnel file as a permanent part of the evaluation, and shall do so within ten (10) school days if the employee disputes the evaluation. The file copy of said written statement shall be signed by the evaluator prior to placement in the file to indicate awareness of the content. All employee evaluations and formal evaluative documents shall be kept in the same file and shall be made available at reasonable times and places for the employee's inspection or the employee's designee authorized in writing. Only evaluations which have been

TEACHER EVALUATIONS (continued)

dated and signed by the employee and evaluator may be placed in the file unless the employee refuses to sign signifying awareness or receipt of the document. Nothing in this article shall prohibit an evaluator from retaining his personal notes of observations or incidents.

- G. Observations of employees in the performance of their job-related responsibilities, other than for formal evaluations, may be made by the evaluator. If any observation shall be the basis of an informal evaluation critical of any employee, such observation shall be reduced to writing given to the employee within a reasonable time but in any event prior to placement of writing in the evaluation file.

IN-SERVICE COMMITTEE

1. An In-Service Committee will be formed by the Board or its designee during the first ten (10) days of school during each school year. The committee will be composed of a minimum of two (2) teachers from the elementary, middle and high school and the Principal and Superintendent. This committee will be used as a steering committee to recommend to the Board programs where in-service is needed. Representation will be voluntary. The Board will have the final decision whether or not to fund the activities.
2. Employees who attend in-service training shall evaluate that training in writing and submit such evaluations to the committee for the purpose of improving future in-service training.

EMPLOYEE WORK YEAR

A. In-School Work Year

1. Regular Contract

The normal teaching contract shall be not more than a period of one hundred ninety (190) days of which there shall not be more than one hundred eighty (180) days spent in actual classroom teaching for those on the normal nine (9) month contract unless modified by law under Department of Education regulations. For those on extended contracts for extra time, proportionately longer contracts will be arranged.

2. Holidays

The regular and extended contract of certified employees shall include five (5) holidays. Such holidays shall include Labor Day, Thanksgiving, December 25th, January 1st and Memorial Day. No certified employee shall be required to perform duties on any of the above holidays or during the following period of vacation.

3. Vacations

The following unpaid vacations days shall be provided for 2003-2004.

November 28th, December 24th through January 2nd and April 8th – April 12th. Days to be made up because of not having school on regularly scheduled school days will be made up after the last student calendar day with the last day of in-service being rescheduled after the last day of classes.

4. School Closing

In the event school is closed for any period of time for any reason the employee shall be required to fulfill the 190 days of this contract upon school being reopened, unless modifications are made by Department of Education regulations. This District shall not be required or obligated to pay employees extra monies in the event school is closed for any reason for any period of time.

EMPLOYEE WORK HOURS AND LOAD

A. Workweek

Length of Workweek

The total in-school workweek, based upon five (5) workdays, shall consist of not more than thirty-eight and three quarters ($38 \frac{3}{4}$) hours, except for supplemental contracts, and or additional duties as assigned by the Board and its designee. The Board reserves the right over and above the above set out workweek to have additional hours for in-service training and teacher meetings and parent-teacher conferences provided, however, the staff shall be notified a minimum of fourteen (14) days prior to parent-teacher conferences and at least twenty-four (24) hours prior to any other meetings except in the case of extreme emergency. However, this shall not include and the teachers shall be responsible for any meeting between one (1) pupil, the teacher and the pupil's family and the administration of any specific problem arising with any student. Whenever students are dismissed from school for inclement weather, employees shall not be required to stay over 15 minutes after the buses leave.

The Association shall have the right to not more than one (1) meeting per month. It is understood that these meetings must not interfere with any duties of the teachers. These meetings must be scheduled with minimum of five (5) days notice.

SICK LEAVE

A. Accumulative BenefitsSick Leave Policy (Cumulative)

Certified employees will accumulate sick leave pay not to exceed one hundred twenty (120) days, which days shall be accumulated as follows:

first year	fifteen days
second year	fifteen days
third year	fifteen days
fourth year	fifteen days
fifth year	fifteen days
sixth year	fifteen days

The Teacher will accumulate fifteen days per year thereafter but not to exceed 120 days.

B. Notification of Accumulation

Employees shall be shown a copy of a written accounting of accumulated sick leave days at the beginning of each school year. If the teacher does not complain in writing within fifteen (15) days of receipt, said accounting is conclusively assumed to be correct.

PERSONAL LEAVE

At the beginning of each school year, each employee shall be credited with two days personal leave cumulative to a maximum of three days for the following year. An employee planning to use a personal leave day or days shall apply for said leave to his or her principal at least three days in advance, except in case of emergency. Application for said leave must be made at least five days in advance if the employee intends to take personal leave on three consecutive days. Said personal leave may not be taken prior to a vacation or holiday. No more than two (2) employees may take personal leave at one time. The granting or denial of said leave shall not be subject to the grievance procedure.

PROFESSIONAL LEAVE

At the beginning of each school year, each employee shall be credited two (2) days, for professional conferences that are applicable to the teaching and extra-curricular duties of said employee. The annual ISEA Delegate Assembly shall qualify for professional leave but permission shall not be granted to more than two teachers. An employee planning to use a professional leave day or days, shall apply for said leave at least seven (7) days in advance. The leave shall be granted or denied in the sole discretion of his or her principal. This shall be subject to the right of grievances as set out in the grievance procedure in this contract.

EMERGENCY FAMILY ILLNESS LEAVE

At the beginning of each school year, employees shall be credited with three days of emergency family illness leave which may be used only for serious illness of critical nature of members of an employee's immediate household, children, or parents of the employee. This leave shall be deducted from sick leave if used.

BEREAVEMENT LEAVE

Up TO FIVE (5) DAYS OF LEAVE PER YEAR SHALL be granted at any one time in the event of the death of an employee's spouse, child or parent. Up to three (3) days of leave per year shall be granted at any one time in the event of the death of any employee's son-in-law, daughter-in-law, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, or grandparents-in-law, or grandchildren, and any other members of the immediate household. Members of the immediate household is defined to mean some person residing in the teacher's residence. In case of the death of any other relative or person of unusually close personal relationship up to one (1) day absence per year shall be allowed without loss of pay for attendance at the funeral. If more days are needed, employees, may be granted additional days without pay by the Board or its designee.

INTRA-SCHOOL DAY LEAVE

Employees may be dismissed at the end of the student day in order to keep medical, dental or lawyer appointments, or to serve on committees related to civic betterment. At least one day notice shall be provided except in cases of emergency. The employee has a right to grieve any denial of Intra-School leave.

ABSENCE WITHOUT PAY

Temporary leaves of absence without pay may be authorized by the principal for purposes which the principal considers urgent and necessary. Deduction for such absence shall be at the per diem rate of the contract.

HEALTH PROVISION

A. Physical Examination

Whenever the Board requires a physical examination by a licensed physician for a current employee, expenses for such examination will be borne by the Board up to \$35.00.

WAGES AND SALARIES

I. Schedule

The salary of each employee covered by the regular salary schedule is attached hereto and made a part thereof.

- A. For the 2003-2004 year the salary schedule will be a total package settlement as the average of the total package settlements using the first 75 common reported settlements between the IASB and ISEA. This increased amount will be allocated first to cover the cost of any increase in insurance, and then will be allocated by the Board or as directed by legislative action.

II. Placement on Salary Schedule

A. Adjustment to Salary Schedule

Each employee shall be placed on their proper step on the salary schedule as of the effective date of this agreement and in accordance with paragraph 2 below.

B. Teaching Experience

Credit up to the seventh (7th) step on any salary level on the Employee Salary Schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment.

III. Advancements on Salary Schedule

A. Increments

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of service until the maximum for their educational classification is reached. A year of service consists of continuous employment in the Schleswig School District, if service starts not later than the first day of pupil contact.

1. Employees on the regular salary schedule who become eligible for movement from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. Said advancement shall not be until the next school year.
2. An employee, to advance from one educational lane to another, shall file an Approval for Credit for Salary Schedule and Advancement with the Superintendent as the letter of intent to receive approval to move a horizontal lane. The Approval for Credit for Salary Schedule and Advancement (example on page 24) form shall be filed with the Superintendent no later than April 15. All course work must be completed prior to September 1.

3. Employees must verify all profession study by presentations of their grade slip and/or official transcript to the Superintendent by September 10, or as soon as they are received from the employee's college. No retroactive pay will be allowed, unless the delay is due to the fault of the educational institution and not the employee.
4. Educational lane advancement shall be effective the first working day of the school year.
5. All courses taken to qualify for advancement on the salary schedule must be approved in writing prior to taking the course to be eligible for advancement across the educational lanes. The employee must notify the administration on or before April 15th to receive credit for the course for the following school year.

IV. Method of Payment

A. Pay Periods

Each employee shall be paid in 12 equal installments on the 20th of each month. Employees shall receive their checks at their regular building and on regular school days unless other arrangements are agreed upon by the Board or Board designee.

B. Exceptions

When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day. Summer checks, other than those for summer school teachers, shall be mailed to the address designated by the employee.

V. Extra-Curricular Activities

The Board and the Association agree that extra-curricular activities listed are official school sponsored activities covered by school insurance.

PAYROLL DEDUCTIONS

Any employee who is a member of the Association, or who has applied for membership may sign and deliver to the Board an authorization at least ten (10) days prior to pay day for payroll deduction of professional dues, in a dollar amount per month and any employee may terminate said dues check off by giving thirty (30) days written notice to the Board.

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for dues check off, and monthly remit the dues with an accounting to the Association.

APPROVAL FOR CREDIT FOR SALARY SCHEDULE AND ADVANCEMENT

I, _____, am requesting the following courses to be approved for advancement on the salary schedule. The course is scheduled for fifteen (15) hours of contact for (1) hour of credit.

Credit will be received from _____ college.

The name of the course is _____

The course will be for _____ hours of credit.

This course fits into a regular scheduled Masters Program in which I am specifically teaching this school year.

Explain _____

This course will help me to better meet the needs of the students which I am teaching.

Explain _____

The graduate level course to be taken must be in the area in which the teacher is presently teaching or in the area in which the teacher has been notified by the District that they are to be reassigned and which will give breadth and depth to their teaching program. This will also include workshops or inservice programs in which graduate level credit is given by an accredited college.

This course is approved for credit for advancement on the salary schedule.

YES NO

Date of Request _____

Date of Approval _____

Superintendent's Signature _____

ASSOCIATION RIGHTS

The association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teachers' workrooms, but not in areas open to the public or students. The Association may use the employees school mail boxes for communications to employees.

PRINTING AGREEMENT

Copies of this Agreement shall be printed at the joint expense of the Board and the Association after agreement with the Association format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employees now and hereafter employed. The printing of the copies shall not exceed fifty (50) copies per year. All expenses shall be shared equally by the Board and the Association.

2003-2004 SALARY SCHEDULE**2003-2004 SALARY SCHEDULE**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	23,850	24,250	24,650	25,050	25,550	26,050
2	24,245	24,645	25,045	25,445	25,945	26,445
3	24,702	25,102	25,502	25,902	26,402	26,902
4	25,221	25,621	26,021	26,421	26,921	27,421
5	25,802	26,202	26,602	27,002	27,502	28,002
6	26,445	26,845	27,245	27,645	28,145	28,645
7	27,150	27,500	27,950	28,350	28,850	29,350
8	27,917	28,317	28,717	29,117	29,617	30,117
9	28,746	29,146	29,546	29,946	30,446	30,946
10	29,637	30,037	30,437	30,837	31,337	31,837
11	30,590	30,990	31,390	31,790	32,290	32,790
12		32,005	32,405	32,805	33,305	33,805
13			33,482	33,882	34,382	34,882
14				35,021	35,521	36,021
15					36,722	37,222
16						38,485

2003-2004 CAREER SCHEDULE

0	0	0	0	0	0
0 top	2000	2100	2200	2300	2400

2003-2004 Activity Schedule

GROUP	ACTIVITY	
I	Jr. High Basketball Coach,	\$1,150
	Jr. High Asst. Basketball Coach	\$1,000
	Jr. High Wrestling Coach	\$1,150
	Jr. High Football Coach	\$1,150
	Jr. High Volleyball Coach	\$1,150
	Jr. High Asst. Volleyball Coach	\$1,000
	Jr. High Track Coach	\$1,150
	Jr. High Golf Coach	\$500
	Middle School Vocal Activities	\$1,000
	Middle School Instrumental Activities	\$1,000
II	Spelling Bee	\$250
	Memory Book	\$350
	Middle School Student Council	\$250
	Middle School Drama Director	\$250
	Math Bee Sponsor	\$250

If a teacher's season is extended beyond normal length due to success at the District level resulting in the team competing at the state level, the teacher shall receive an additional for percent (50%) of their extra duty compensation.

PHASE I

Phase I funds that are received by the District and which are not used to bring teachers making less than \$23,000 to the statutory minimum salary or which are not used to pay FICA and IPERS on amounts paid to bring teachers to the statutory minimum shall be treated as follows for the 2003-2004 school year.

Fifty percent (50%) of the excess funds after subtraction of the FICA and IPERS amounts shall be paid equally to all teachers quarterly.

These funds are House File 499 funds. In the event House File 499 is repealed or the District's funding is reduced, then these amounts shall be reduced dollar for dollar.

PHASE II

Any monies received under Phase II of House File 499, Education Excellence Fund, allocated by law to teachers' salaries shall be distributed in the same manner for 2003-2004.

In the event Phase II is repealed or funding is reduced, the funds applied in this clause will be reduced by the amount of such reduction. Any overpayment resulting from repeal or reduction of funds will be adjusted out of employee's subsequent salary payments.

PHASE III

Any Phase III funds that the district receives in the 2003-2004 school year shall be distributed in accordance with the 2003-2004 Phase III plan adopted by the board and the association. In the event Phase III funds are received or the amounts received are reduced, the funds otherwise payable under the Phase III plan shall be reduced dollar for dollar.

Step	#	BA	#	BA+15	#	BA+30	#	MA	#	MA+15	#	MA+30
1	x	23,850	x	24,250	x	24,650	x	25,050	x	25,550	x	26,050
2	x	24,245		24,645	x	25,045	x	25,445	x	25,945	x	26,445
3	4.8 x	24,702		25,102	x	25,502	x	25,902	x	26,402	x	26,902
4	x	25,221		25,621	x	26,021	x	26,421	x	26,921	x	27,421
5	1.0 x	25,802		26,202	x	26,602	x	27,002	x	27,502	x	28,002
6	x	26,445		26,845	x	27,245	x	27,645	x	28,145	x	28,645
7	x	27,150		27,550	x	27,950	x	28,350	x	28,850	x	29,350
8	x	27,917	1.0	28,317	x	28,717	x	29,117	x	29,617	x	30,117
9	2.0 x	28,746		29,146	1.0 x	29,546	x	29,946	x	30,446	x	30,946
10	x	29,637		30,037	x	30,437	x	30,837	x	31,337	x	31,837
11	x	30,590		30,990	x	31,390	1.0 x	31,790	x	32,290	x	32,790
12			4.0	32,005	1.0 x	32,405	x	32,805	x	33,305	x	33,805
13					1.3 x	33,482	x	33,882	x	34,382	x	34,882
14							0.4 x	35,021	x	35,521	x	36,021
15									x	36,722	x	37,222
16											x	38,485

7.8 = 200,629 5.0 156,337 3.3 105,478 1.4 45,798 0.0 0 0.0 0

Total 508,242

0.0 0 0
 0 8000 2730 840 0 0
 0.0 8000.0 2730.0 840.0 0 0
 0 2000 2100 2200 2300 2400

COSTS OF SCHEDULE

Teaching Positions	17.5	\$508,241.50
Extended Guidance	10.0	\$1,649.50
Extra Duty Positions		\$13,100.00
Fica (7.65%)		\$40,008.81
Ipers (5.75%)		\$30,071.98
Health Ins cap @ 573.38		\$120,065.77
L.T.D.		\$1,580.66
career pay		\$11,570.00
Total Schedule Costs		\$726,288.23

INCREASED COST OVER PREVIOUS YEAR

Teachers		27,396
Extended Guidance		51
Extra Duties		0
FICA		2,100
IPERS		1,578
Insurance		28,790
LTD		(8)
Total		59,907
Package Increase		8.74%

11570

GROUP	ACTIVITY	#
I	Jr. High Basketball Coach,	2
	Jr. High Asst. Basketball Coach	2
	Jr. High Wrestling Coach	0
	Jr. High Football Coach	1
	Jr. High Volleyball Coach	1
	Jr. High Asst. Volleyball Coach	1
	Jr. High Track Coach	1
	Jr. High Golf Coach	1
	Middle School Vocal Activities	1
	Middle School Instrumental Activities	1
II	Spelling Bee	1
	Memory Book	1
	Middle School Student Council	1
	Middle School Drama Director	1 x
	Math Bee Sponsor	3

18 \$13,100

**TENTATIVE AGREEMENT BETWEEN
THE SCHLESWIG EDUCATION ASSOCIATION AND
THE BOARD OF DIRECTORS OF THE
SCHLESWIG COMMUNITY SCHOOL DISTRICT
FOR THE 2003-2004 CONTRACT YEAR**

It is hereby tentatively agreed between the Schleswig Education Association, hereinafter referred to as "SEA", and the Board of Directors of the Schleswig Community School District, hereinafter referred to as "Board" to amend the 2003-2004 Master Contract as follows:

- 1) Medical insurance shall be capped at the sum of \$573.38 per employee.
- 2) The BA Base will change from \$23,400 to \$23,850 and other career increment changes per the salary schedule (see attached).

This tentative agreement is subject to legislative action on school finance. If school finance issues are passed, revised, or cancelled that affect the ability of the district to fulfill the financial obligations of the tentative agreement, the agreement is null and void.

Dated this 19th day of May, 2003

SCHLESWIG EDUCATION ASSOC.

SCHLESWIG COMMUNITY
SCHOOL DISTRICT

By: Joan M. Cassens
Joan Cassens, President
SEA

By: Rhonda Nemitz
Rhonda Nemitz, President
Board of Directors

TA for 2004-2005 Contract

1. Agree to the 5.01% contract with the base change to \$26,940
2. Agree to the insurance change to a cap of \$406.61.
3. Agree to the insurance "package" of benefits being the same or similar to those of 2003-2004.
4. Agree to no language changes.
5. Agree that the insurance cap of \$406.61 will remain in place pending negotiations in the upcoming year. Due to the volatility of insurance rates, both parties understand that spikes upward and downward are possible. If unforeseen increases come into play, the district will require that the current insurance cap be left in place, and good faith bargaining is expected by both parties.

Schleswig Board of Directors
Negotiations Committee

Kelli Rupert

Kelli Rupert

Todd Schultz

Todd Schultz

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**TENTATIVE AGREEMENT BETWEEN
THE SCHLESWIG EDUCATION ASSOCIATION AND
THE BOARD OF DIRECTORS OF THE
SCHLESWIG COMMUNITY SCHOOL DISTRICT
FOR THE 2005-2006 CONTRACT YEAR**

It is hereby tentatively agreed between the Schleswig Education Association, hereinafter referred to as "SEA", and the Board of Directors of the Schleswig Community School District, hereinafter referred to as "Board" to amend the 2005-2006 Master Contract as follows:

- 1) The BA Base will change from \$26,940 to \$27,000 and other career increment changes per the salary schedule (see attached).
- 2) The salary indicator changed from \$62 to \$100.00.
- 3) Career increment pay taken out of schedule
- 4) Total package for certified staff at 5.26%

This tentative agreement is subject to legislative action on school finance. If school finance issues are passed, revised, or cancelled that affect the ability of the district to fulfill the financial obligations of the tentative agreement, the agreement is null and void.

Dated this 16th day of May, 2005

SCHLESWIG EDUCATION ASSOC.

By: 

Nichole Stoltze
SEA

SCHLESWIG COMMUNITY
SCHOOL DISTRICT

By: 

Todd M. Schultz, President
Board of Directors

SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective negotiators, and their signature placed thereon this _____ day of _____, 2003.

Schleswig Education Association

*Schleswig Community School District
Board of Directors*

By _____
Its President

By _____
Its President

By _____
Its Chief Negotiator

By _____
Its Chief Negotiator

**TENTATIVE AGREEMENT BETWEEN
THE SCHLESWIG EDUCATION ASSOCIATION AND
THE BOARD OF DIRECTORS OF THE
SCHLESWIG COMMUNITY SCHOOL DISTRICT
FOR THE 2006-2007 CONTRACT YEAR**

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EMPLOY.
RELATIONS BOA

It is hereby tentatively agreed between the Schleswig Education Association, hereinafter referred to as "SEA", and the Board of Directors of the Schleswig Community School District, hereinafter referred to as "Board" to amend the 2006-2007 Master Contract as follows:

- 1) The multiplier changed from \$100.00 to \$110.00.
- 2) The step accelerator changed from \$395.00 to \$450.00
- 3) Total package for certified staff at 3.97%
- 4) Language:
Emergency Family Illness Leave – change from 3 days to 5 days
Personal Leave – Employee may request per diem payment of Personal Days at the end of the fiscal year

This tentative agreement is subject to legislative action on school finance. If school finance issues are passed, revised, or cancelled that affect the ability of the district to fulfill the financial obligations of the tentative agreement, the agreement is null and void.

Dated this 20th day of February, 2006

SCHLESWIG EDUCATION ASSOC.

SCHLESWIG COMMUNITY
SCHOOL DISTRICT

By: Cynthia Larson
Cynthia Larson
SEA

By: Todd M. Schultz
Todd M. Schultz, President
Board of Directors

18 certified staff